



State of Wyoming A&I

Human
Resources

A&I HRD BULLETIN

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A&I-HRD Administrator

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ANNOUNCING REID INVESTIGATIVE INTERVIEW TRAINING

To All Agency HR Community,

The A&I Human Resources Division is pleased to announce the continuation of our plan to develop internal investigators within state government. Last October HRD hosted a class titled "Investigation 101" which was presented by Mountain States Employers' Council of Denver, Colorado. This class provides a very good overview of the process an investigator must follow.

My staff, with assistance from Brian Foster, WYDOT, and Anne Mcilvaine, A&I, have reviewed a variety of options for extending investigator training. A key area of concern has been how to train investigators to conduct an effective interview. The ability to determine whether someone is telling the truth or fiction can be a challenge.

With this in mind, the Human Resources Division is scheduling a two-day Investigative Interviewing class presented by John E. Reid and Associates, Inc. This company is recognized as a world leader in interview and interrogation training. They have over sixty-seven years of experience.

This training is a great opportunity for any investigator in state government. As a part of this process, the division hopes to develop a pool of trained investigators that would be available to assist state agencies with highly confidential personnel investigations. Currently, an agency HR officer may have to do an internal investigation. This places the agency HR officer in a difficult position because he or she may know the parties involved. Having a pool of trained, neutral investigators will be a great benefit to all.

The cost of this two-day training will be \$350 per person. The major savings to agencies is the elimination of out-of-state travel. Some of the topics covered during the two days include:

1. Behavior Symptom Analysis
2. Behavioral Attitudes Typical of Truthful or Deceptive Subjects
3. Verbal Behavior Symptoms Indicative of Truth or Deception
4. Behavioral Analysis Interview Questions
5. Optional Questions
6. Investigative Questions



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You may review additional information about John E. Reid and Associates on their website <http://www.reid.com>

The division has scheduled the dates of September 30, 2014, and October 1, 2014 with Reid and Associates. The training will be located in Room B-63 of the Herschler Building in Cheyenne. There is a limit of forty (40) participants.

If you wish to talk to someone about this training, you may contact Anne McIlvaine at 777-1918 or Brian Foster at 777-4485. Both have attended Reid training.

Please share this information with anyone in your agency that:

1. Currently does investigations and would like to improve their techniques;
2. Would like to learn how to conduct an investigative interview; or
3. Would be interested in assisting state agencies with investigations as a neutral party.

If we have a great response, we will work to schedule additional training dates.

Should you have any questions or comments regarding this training, please contact Kate Selby at 307-777-6728. We are using a Google Form to register for this class, and a link is provided on the e-mail sent with this bulletin.

For any other human resources issues, please feel free to contact me at 307.777-6722.

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